

Mental Health Issues in the Workplace



Depression is estimated to be the second leading cause of disability world-wide by 2030.

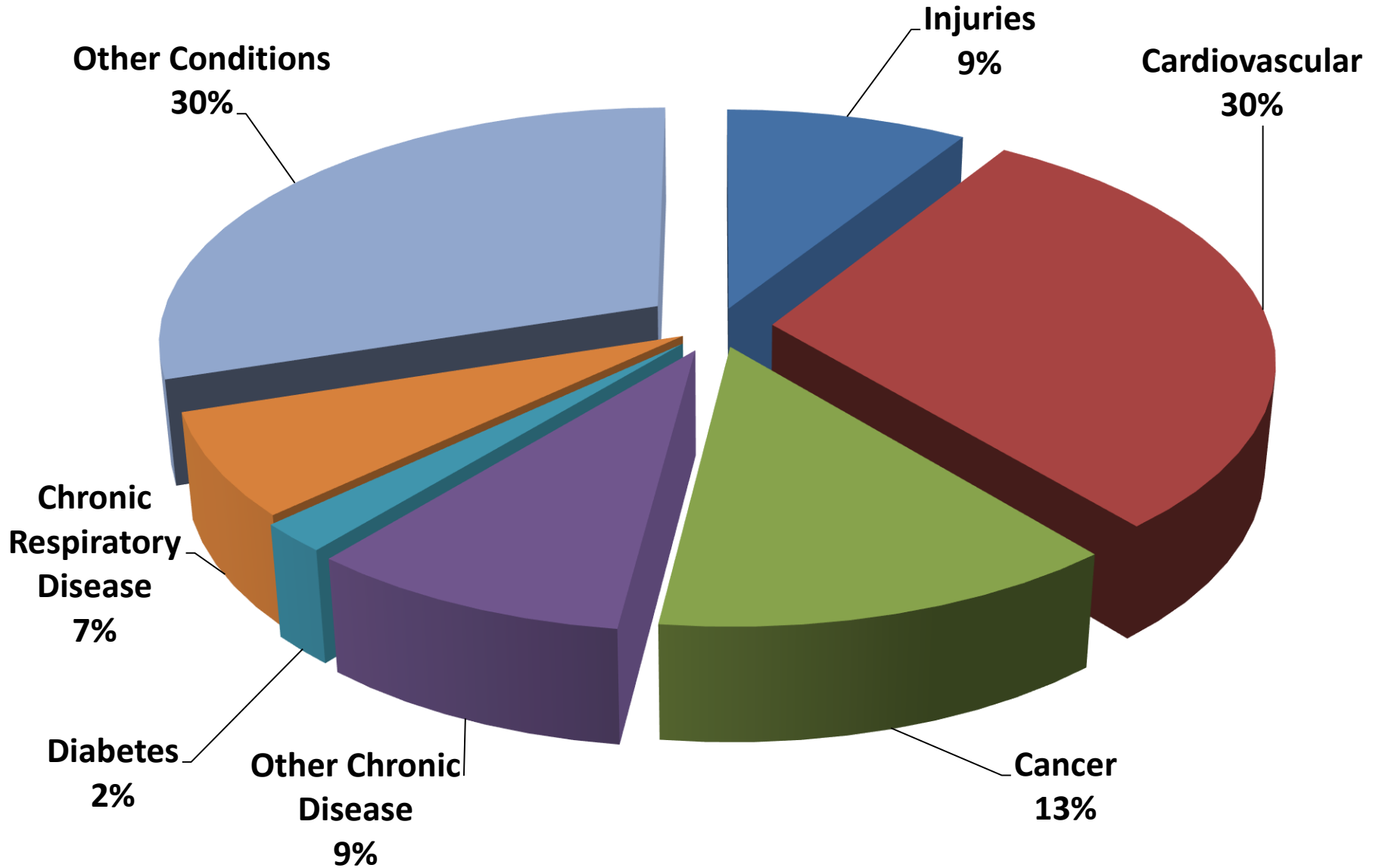
- World Health Organization

In 2011, the United Nations General Assembly
meets to discuss the global impact of
Non-Communicable Diseases (NCDs)



This is only the **second time** in the UN's history in which they
have held a high level meeting on a health issue.

Deaths Attributed to NCDs



NCDs are caused, to a large extent, by four behavioural risk factors that are pervasive aspects of economic transition, rapid urbanization and 21st-century lifestyles: **tobacco use, unhealthy diet, insufficient physical activity** (highest in high income countries) and the **harmful use of alcohol**. The greatest effects of these risk factors fall increasingly on low- and middle-income countries, and on poorer people within all countries, mirroring the underlying socioeconomic determinants. Among these populations, a vicious cycle may ensue: poverty exposes people to behavioural risk factors for NCDs and, in turn, the resulting NCDs may become an important driver to the downward spiral that leads families towards poverty. As a result, unless the NCD epidemic is aggressively confronted in the most heavily affected countries and communities, the mounting impact of NCDs will continue and the global goal of reducing poverty will be undermined.

From the introduction to the 2010 World Health Organization's Global Status Report on Noncommunicable Disease

Dr Ala Alwan
Assistant Director-General
World Health Organization



Smoking rate in the nation ranks 49th

16% of population drinking alcohol in high risk range

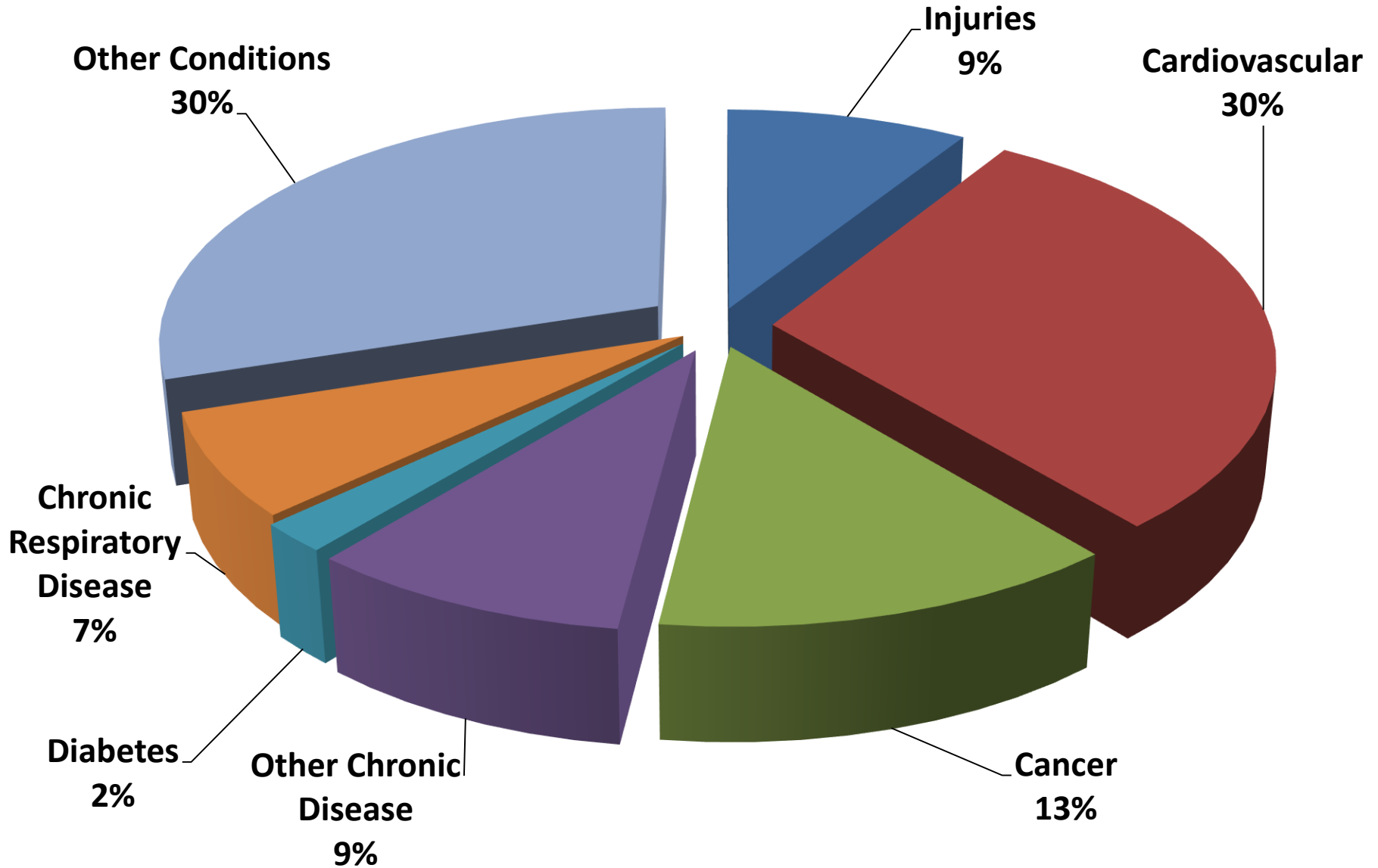
A black outline map of the state of Kentucky, centered on the page. The word "KENTUCKY" is written in black capital letters across the middle of the map.

KENTUCKY

Obesity has increased to nearly a third of the population

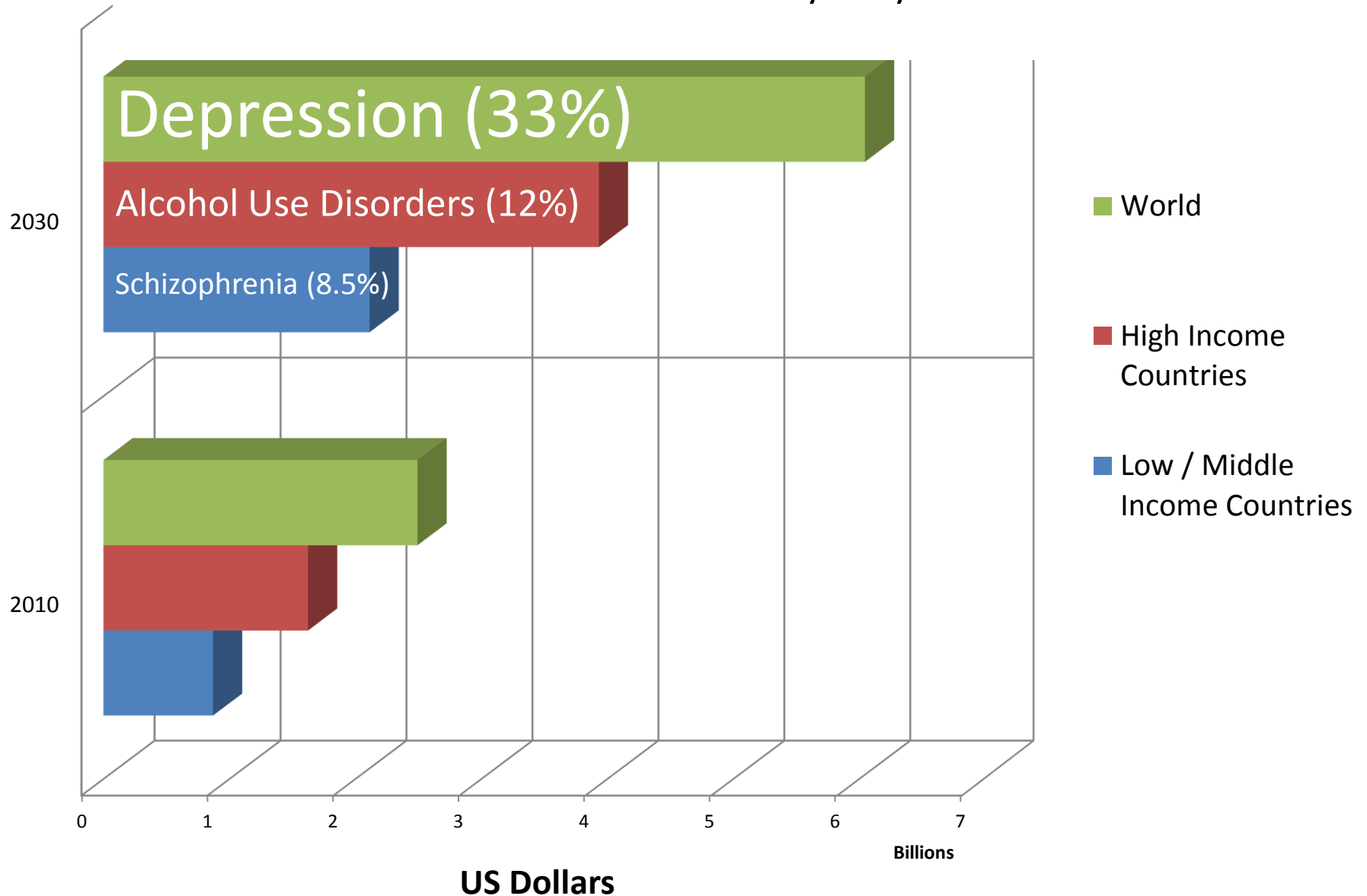
Ranked 48th on activity impacted by mental health issues

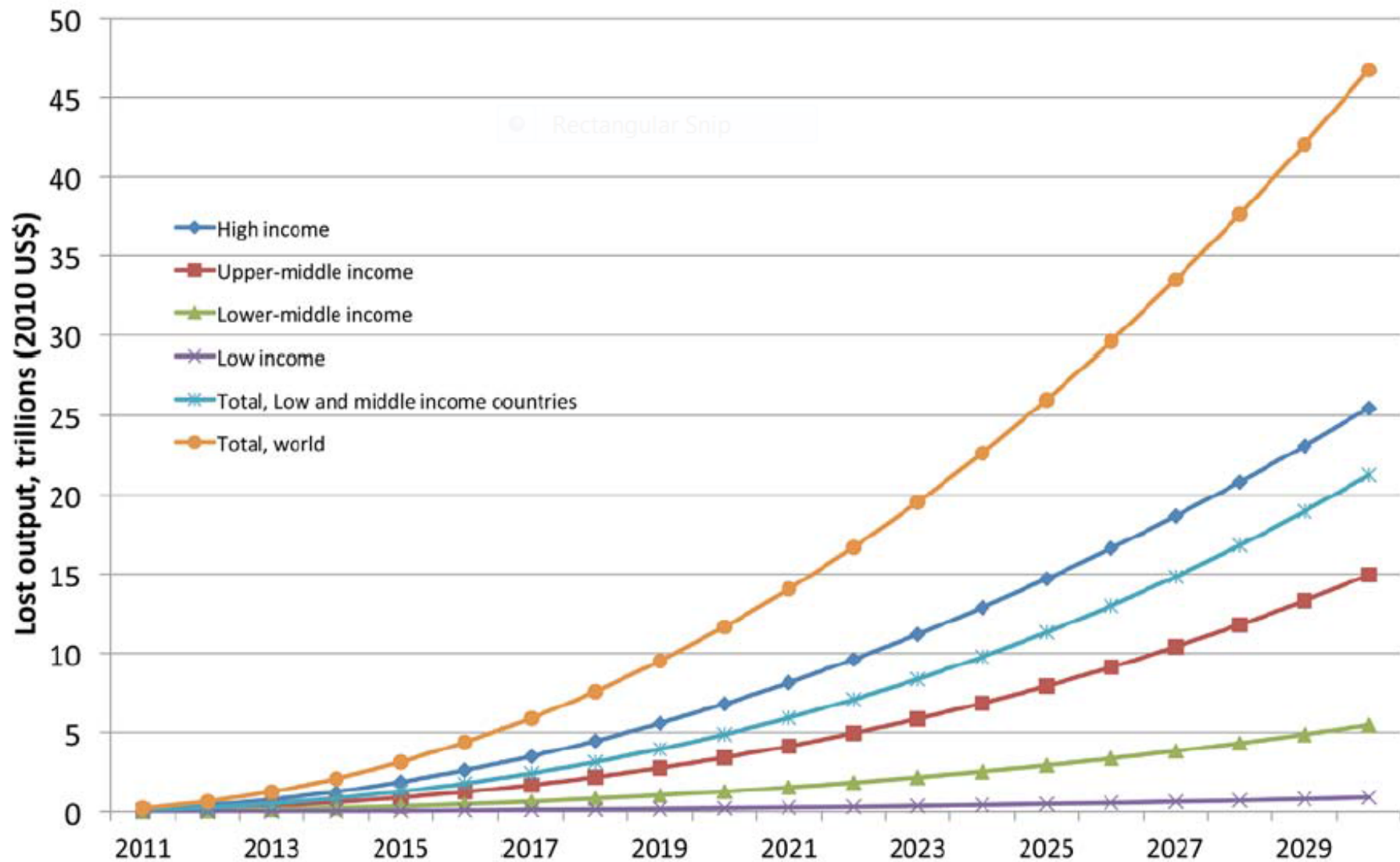
Deaths Attributed to NCDs

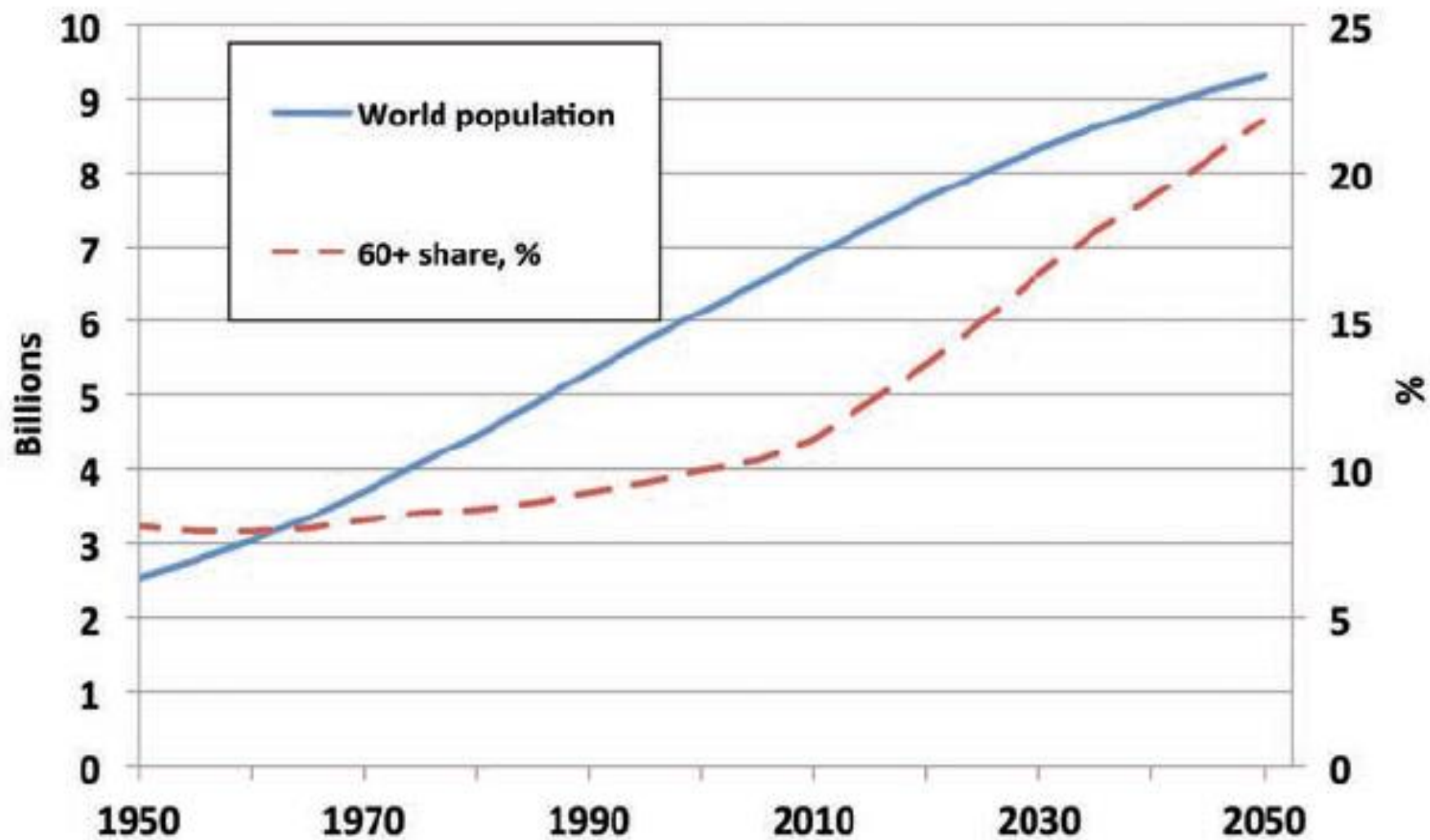


Cost of Mental Illness Projections

Mental illness accounts for 37% of healthy life years lost to NCDs







Boomers

74.9 million

Generation X

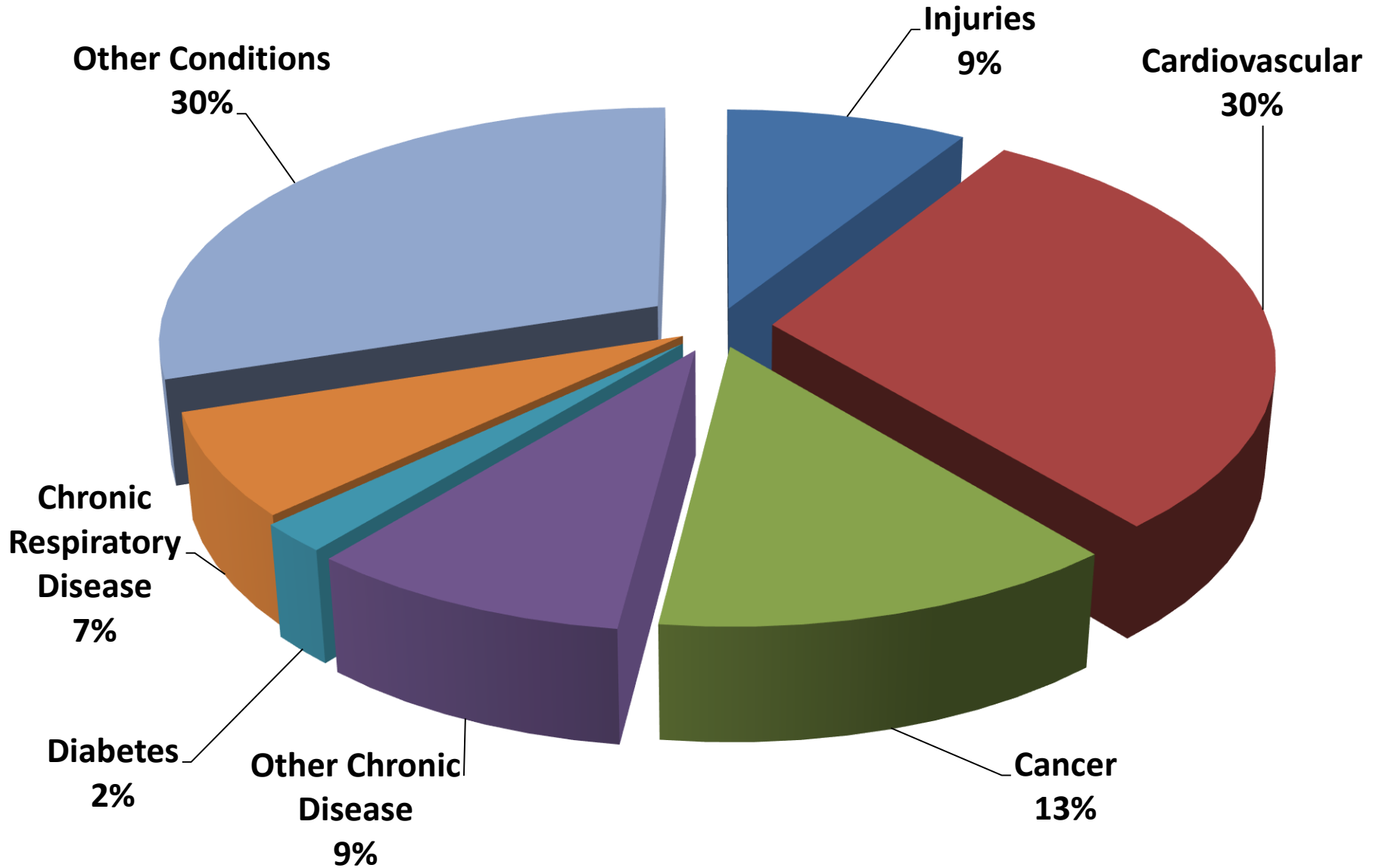
66 million

Millennials

75.3 million



Deaths Attributed to NCDs



The Big Three



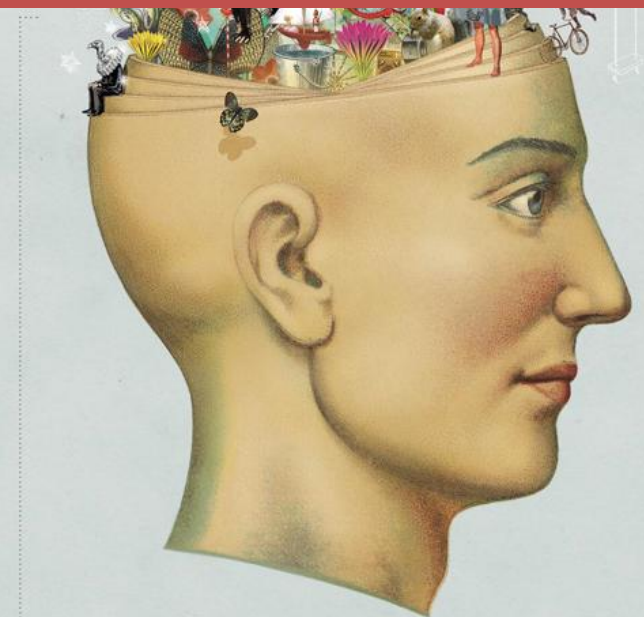
Depression

- Depressed mood most of the day, nearly everyday for at least two weeks
- Lost of interest or pleasure in most activities
- Significant change in appetite
- Sleep changes
- Changes in motor functioning
- Fatigue, loss of energy
- Feelings of worthlessness or inappropriate guilt
- Poor concentration, indecisiveness
- Focus on suicide





Extreme changes in behavior and performance are your best indicators

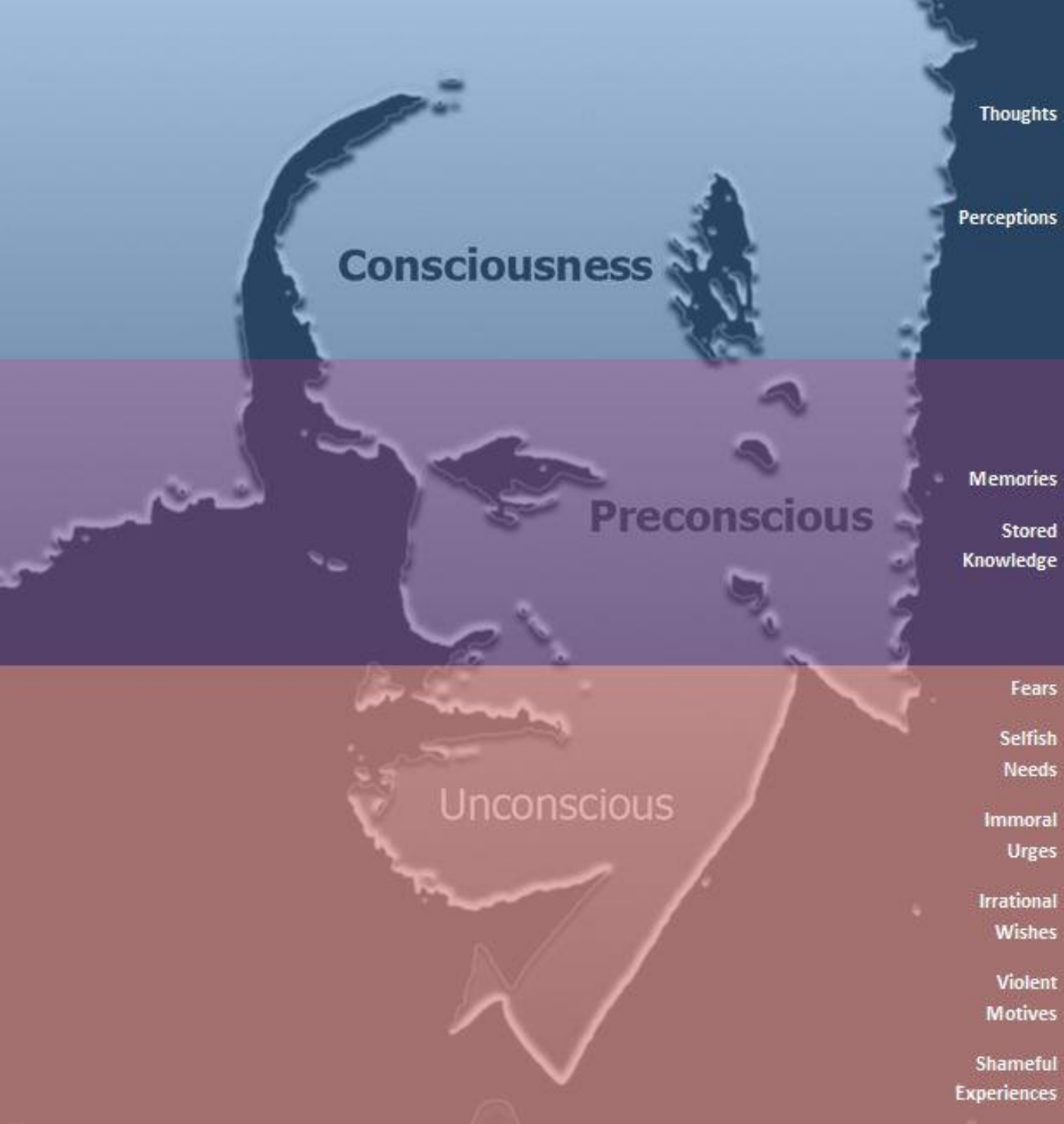


Is it your job to be their therapist?



Dangers

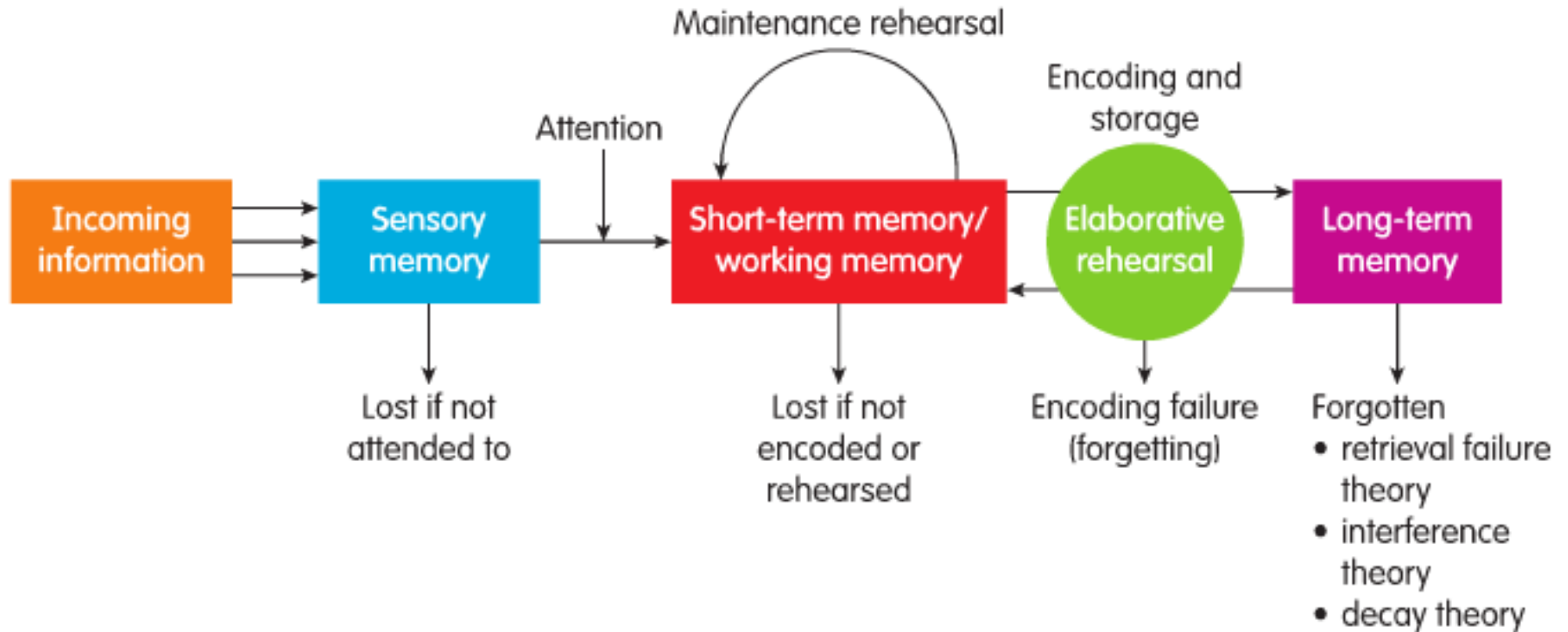
- Begins monopolizing your time
- Blurring of professional relationship
- Lack of training
- Suicidal or homicidal ideation



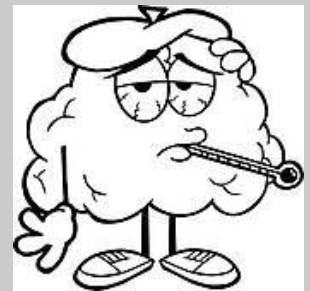
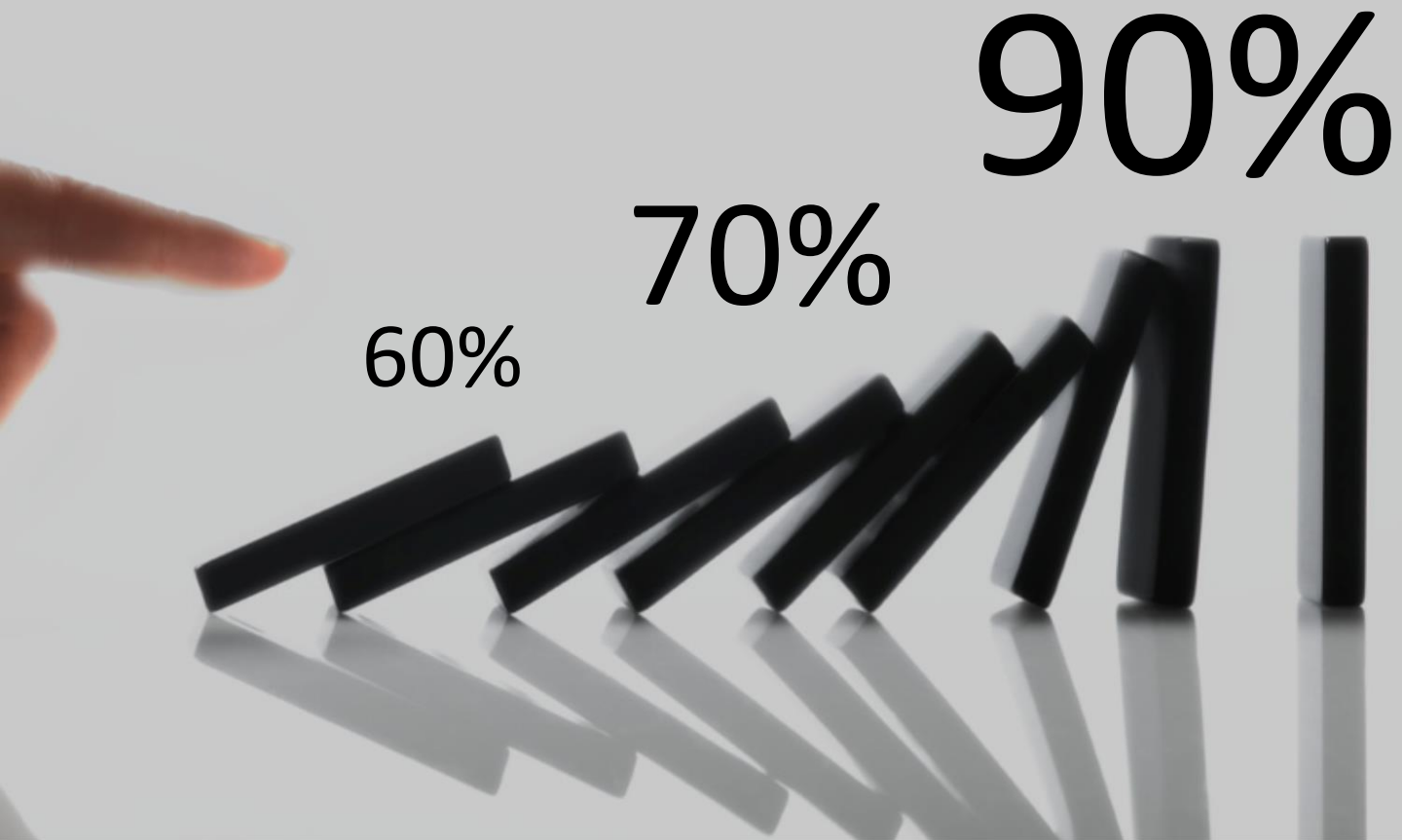
Short-term
or Working
Memory

Long-term
Memory

Theory of Memory



Kindling Hypothesis

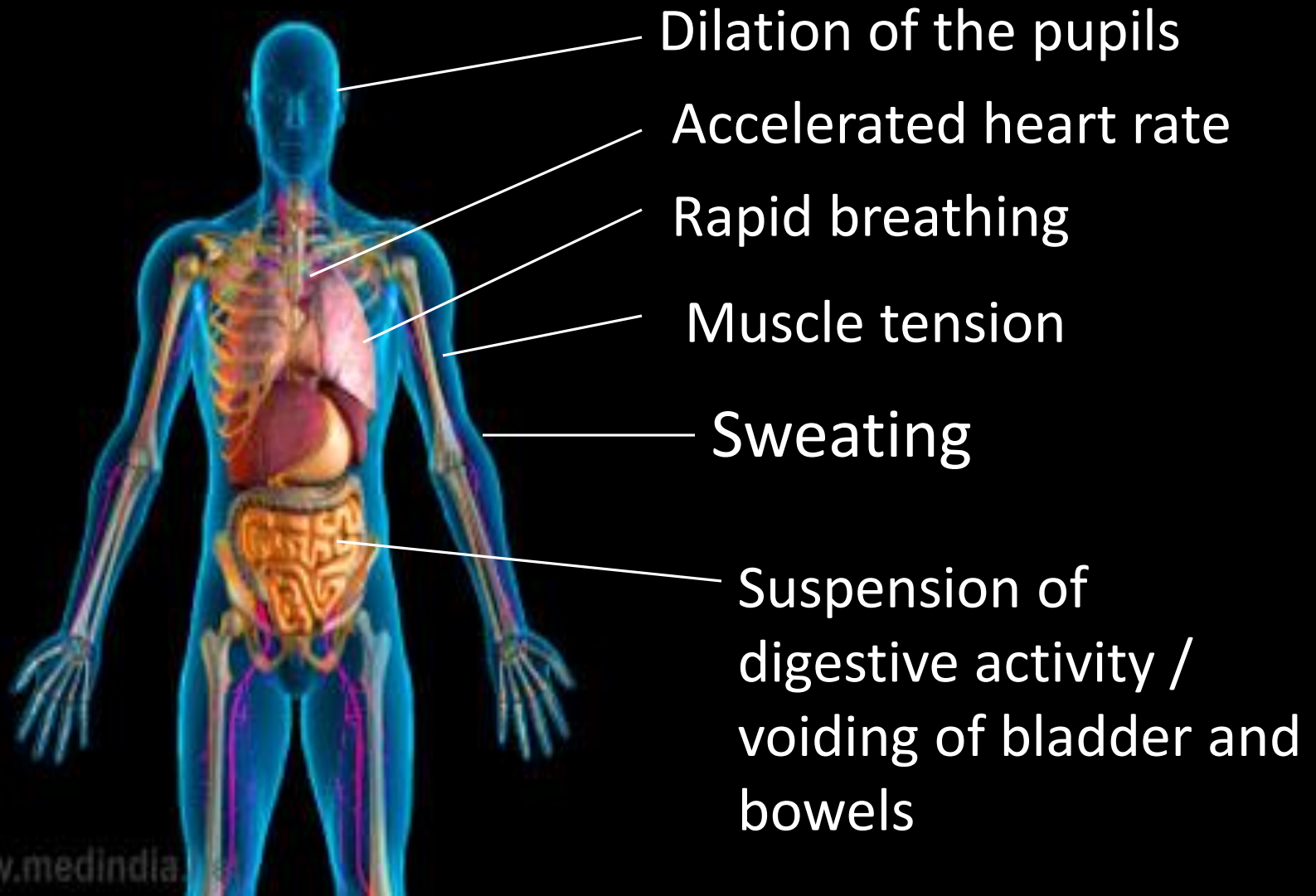


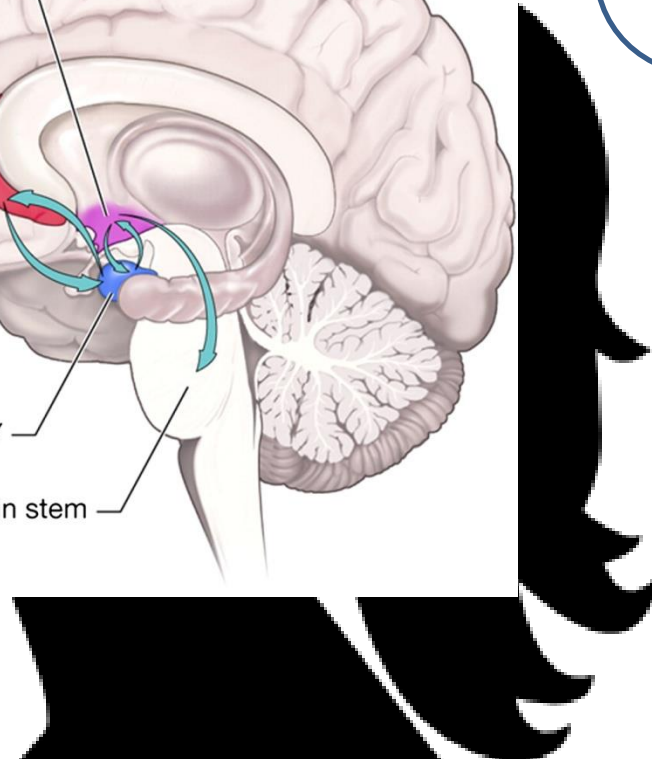
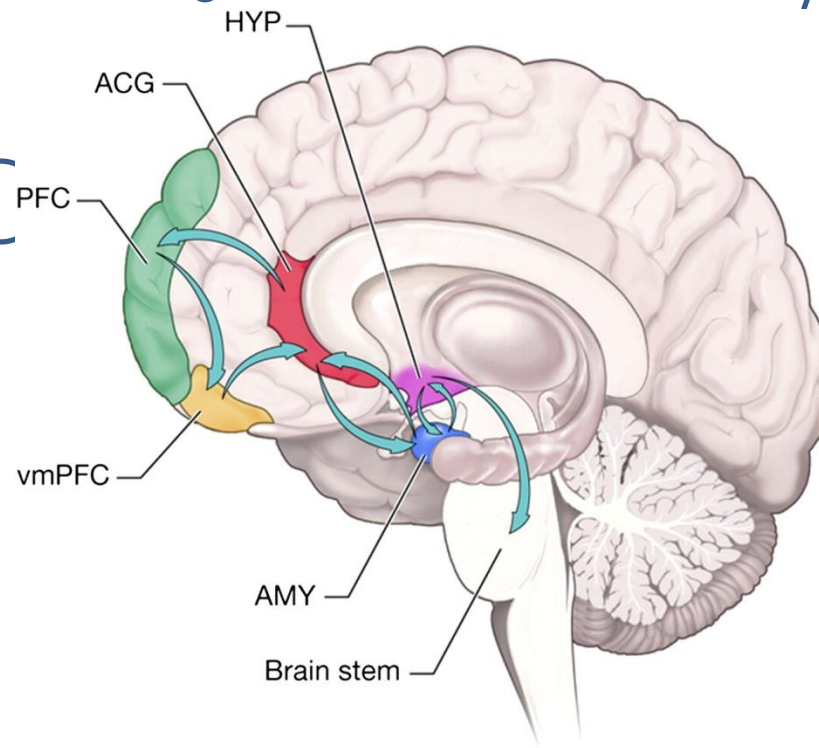
Anxiety

- Avoidance
- Withdrawing / Isolation
- Fatigue
- Distractibility
- Irritability / Anger



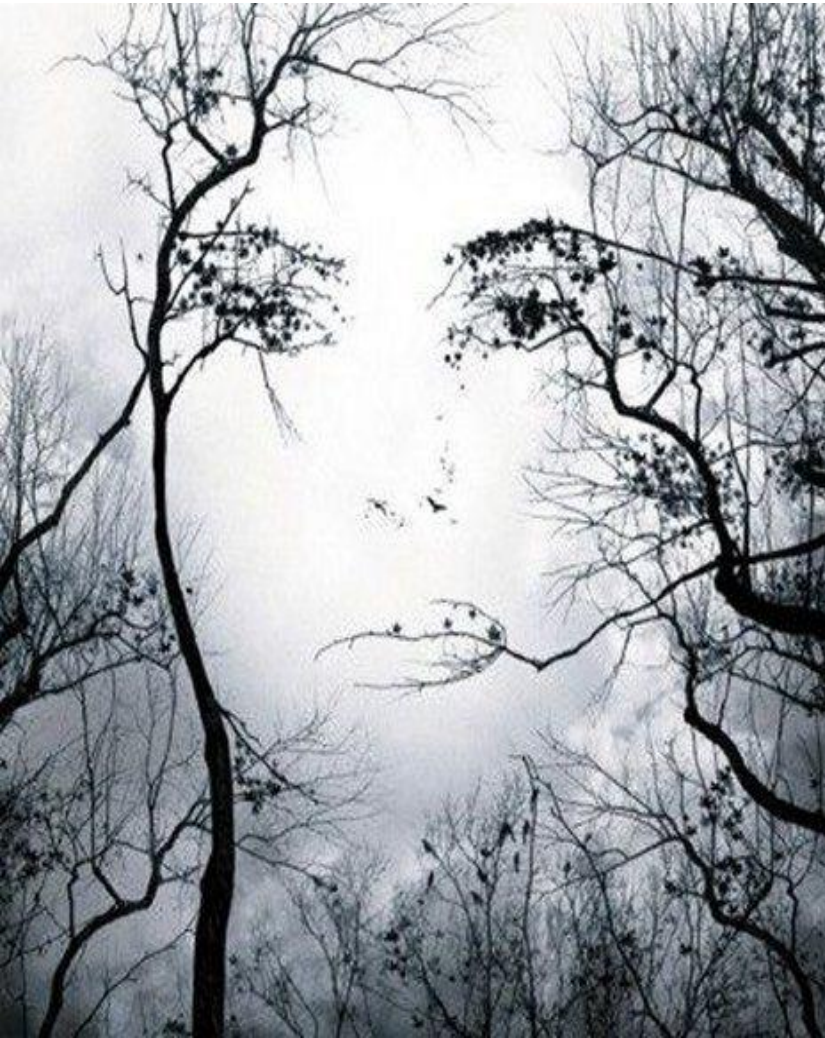
Fight or Flight Response





Psychosis

Hallucinations
Delusions



- DO NOT challenge
- Acknowledge their experience
- Use their language to argue for treatment
- Assess for danger to self or others

Substance Abuse

Signs

- Sweating
- Trembling
- Irritability
- Nausea
- Fatigue
- Seizures



Signs

- Drowsiness
- Slurred Speech
- Incoherent speech
- Impairment in attention/memory

You cannot let this person drive!

De-escalation Tips

- **LISTEN** – repeat back with understanding.
- Be aware of the volume of your speech.
- Ask if the person is willing to sit down with you, but if not, then stand with them.
- Personal space – maintain at least two arm's lengths away.
- Stand slightly at an angle to the person. Never toe to toe.
- Refrain from quick movements. Try to relax and breathe.
- Don't point, shake your finger or touch the person.
- Try to move conversation away from “feelings as fact” – clarify problem and what can be done.
- Empathize with the emotions, but not the behavior if it is inappropriate. Set limits.
- Do not make promises that you cannot keep.
- Know when and how to leave.

It's pronounced...
[MEN-tl IL-nis]
not
[KREY-zee]

Fight Stigma



Lime-green for
#MentalHealthAwareness
I wear mine with PRIDE!

Depression: 'Second biggest cause of disability' in world

By Helen Briggs

BBC News

Depression is the second most common cause of disability worldwide after back pain, according to a review of research.

The disease must be treated as a global public health priority, experts report in the journal **PLOS Medicine**.

The study compared clinical depression with more than 200 other diseases and injuries as a cause of disability.

Globally, only a small proportion of patients have access to treatment, the World Health Organization says.

Depression was ranked at number two as a global cause of disability, but its impact varied in different countries and regions. For example, rates of major depression were highest in Afghanistan and lowest in Japan. In the UK, depression was ranked at number three in terms of years lived with a disability.



Depression is common across the world

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Depression risk 'starts in the womb'

“



Media centre

Depression

Fact sheet

Reviewed April 2016



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Key facts

- Depression is a common mental disorder. Globally, an estimated 350 million people of all ages suffer from depression.
- Depression is the leading cause of disability worldwide, and is a major contributor to the overall global burden of disease.
- More women are affected by depression than men.
- At its worst, depression can lead to suicide.
- There are effective treatments for depression.

Overview

Depression is a common illness worldwide, with an estimated 350 million people affected. Depression is different from usual mood fluctuations and short-lived emotional responses to challenges in everyday life. Especially when long-lasting and with moderate or severe intensity, depression may become a serious health



[mhGAP Intervention Guide](#)

[Comprehensive Mental Health
Action Plan 2013-2020](#)

[Preventing suicide: a global
imperative](#)

[Mental Health Gap Action](#)



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www.personnel.ky.gov/Pages/KEAP.aspx

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